

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291471	Date Filed 3/1/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. (120) 665-4310
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave WA Seattle 98101	e. Employer Representative	g. e-mail
		h. Number of workers employed 337

i. Type of Establishment (factory, mine, wholesaler, etc.) Recreational Activities	j. Identify principal product or service art museum
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The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/01/2022 12:59:38 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
all	change in working conditions	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Change in working conditions, affecting pay	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Change in working conditions, affecting pay	(b) (6), (b) (7) /2021

INTERNET
FORM NLRB 501
(2-03)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Amended

DO NOT WRITE IN THIS SPACE

Case 19-CA-291471 Date Filed 3/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Seattle Art Museum

b. Tel. No. 206-654-3100

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed
337

d. Address (Street, city, state, and ZIP code)
1300 1st Ave
Seattle, WA 98101

e. Employer Representative

i. Type of Establishment (factory, mine, wholesaler, etc.)
art museum

j. Identify principal product or service
viewing of art

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, including but not limited to about December 8, 2021 and March 14, 2022, the Employer made coercive statements, created the impression of surveillance and/or engaged in surveillance of employees' union and/or protected concerted activities.

Within the past 6 months, the Employer retaliated against (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) union and/or protected concerted activities by rescinding a promotion, moving (b) (6), (b) (7)(C) from third shift to day shift, and reducing (b) (6), (b) (7)(C) work hours.

Injunctive relief under Section 10(j) is requested.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(date)

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

19-CA-291472

Date Filed

3/1/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AMAZON FRESH		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2301 S Jackson St, Seattle, WA 98144	e. Employer Representative (b) (6), (b) (7)(C) @amazon.com (b) (6), (b) (7)(C) @amazon.com	g. e-mail (b) (6), (b) (7)(C) @amazon.com
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) GROCERY SUPERMARKET	j. Identify principal product or service Food Service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On 02/27/2022 I visited amazon fresh to buy food for my pantry. My co-worker informed me that an NLRB settlement notice to employees had been removed from the employee breakroom cork board and a work station for managers had been set up in front of the corkboard in the employee breakroom where the NLRB notice was posted. Foul Play! I myself had been previously disciplined for sharing the NLRB notice with my co-workers and when I reached out to management to inquire why the notice was removed in violation of federal law, I did not receive a response. Management at Amazon Fresh have purposely set up a work station in the employee breakroom to intimidate my co-workers and fellow Amazon Workers United union members. Management continues to bully my co-workers and refuses to respond the

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**(b) (6), (b) (7)(C)**

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C) I declare that the above information is true and correct to my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-mail (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) Date 03/01/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-291473	3/1/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 8120 Hardeson Road, Everett, WA 98203	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) postal service	j. Identify Principal Product or Service parcel and mail delivery	
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C), 2022, the Employer discriminated against employee (b) (6), (b) (7)(C) by refusing and/or failing to pay (b) (6), (b) (7)(C) for dates (b) (6), (b) (7)(C) 2022, through (b) (6), (b) (7)(C) 2022, in retaliation for Charging Party's union and/or protected concerted activities.</p>		

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C), an Individual		Office, if any, Cell No. (b) (6), (b) (7)(C)
(Signature of person making charge)	(Print/type name and title or office, if any)	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 2/28/2022	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-291539	3/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
800 Medcalf Lane North Operations, LLC, d/b/a Montesano Health-Rehab Center		(360) 249-2273	
d. Address (Street, city, state, and ZIP code)		c. Cell No.	
800 N Medcalf Lane Montesano, WA 98563		(b) (6), (b) (7)(C)	
e. Employer Representative		f. Fax No.	
(b) (6), (b) (7)(C)		(360) 249-2363	
		g. e-mail	
		h. Number of Workers Employed	
		~100	
i. Type of Establishment (factory, mine, wholesaler, etc.)		j. Identify Principal Product or Service	
long term care facility and rehabilitation center		long term care and rehabilitation center	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the past six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by continuing to engage in and promoting a false narrative that it can unilaterally do what it wants toward employees that are not part of the Union, including (b) (6), (b) (7)(C). These statements are coercive to employees, and retaliatory because (b) (6), (b) (7)(C) engaged in protected concerted and/or union activity and the Employer aims to discourage union activities and/or membership.</p> <p>Within the past six months, the Employer entered into a successor collective bargaining agreement that includes language that restricts employees' Section 7 rights, namely, restricting employees' access to file claims with state and/or federal agencies. In so doing, the Employer has failed to bargain collectively and in good faith with the International Association of Machinists and Aerospace Workers, Woodworkers Lodge W130.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail	
		(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
International Association of Machinists and Aerospace Workers, Woodworkers Lodge W130			
6. DECLARATION		Tel. No.	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Office, if any, Cell No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Fax No.	
Date: 3/2/22		e-mail	
		(b) (6), (b) (7)(C)	

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291591	Date Filed 3/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AMAZON FRESH		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2301 S Jackson St, Seattle, WA 98144	e. Employer Representative (b) (6), (b) (7)(C) @amazon.com (b) (6), (b) (7)(C) @amazon.com	g. e-mail (b) (6), (b) (7)(C) @amazon.com
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) GROCERY SUPERMARKET	j. Identify principal product or service Food Service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On 03/01/2022 our union, amazon workers united sent amazon a list of our demands and a request to meet at the bargaining table. We asked management for higher pay, a more flexible attendance policy, longer breaks and other benefits including chairs for cashiers, the right to wear Black Lives Matter pins, the right to take home expired food, enhanced safety training for sexual harassment and diversity training. Amazon refused to engage with us to hear our concerns about safety. Within 24 hours of receipt of our request to meet at the bargaining table, Amazon proceeded to announced the closure of more than 60 amazon branded brick and mortar retail stores. Five of these retail stores are located in Seattle. We believe Amazon made this decision to publicly announce these closures on 03/02/2022 in direct retaliation to our request for better pay, a safer work environment and an end to the sexual harassment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C) ARATION ve charge and that the statements y knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-mail (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) Date 03/03/2022	

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PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291594	Date Filed 3/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code)

15 S Grady Way Suite 200
Renton, WA 98057

4b. Tel. No.

425-917-1199

4c. Cell No.

425-919-7271

4d. Fax No.

425-917-9707

4e. e-mail

laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

Tel. No.

425-917-1199

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

425-917-9707

e-mail

(b) (6), (b) (7)(C)@seiu1199nw.org

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291596	Date Filed 3/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code)

15 S Grady Way Suite 200
Renton, WA 98057

4b. Tel. No.

425-917-1199

4c. Cell No.

425-919-7271

4d. Fax No.

425-917-9707

4e. e-mail

laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No.

425-917-1199

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

425-917-9707

e-mail

(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented a retention bonus to be available only to employees who the Employer deems eligible and who elect to sign the Employer's unilaterally-issued "Retention Bonus Agreement", (2) directly dealt with bargaining unit members with respect to the Retention Bonus Agreement; and (3) it failed to bargain in good faith with the Union over the Retention Bonus Agreement. The Union does not seek rescission of the bonuses as a remedy, but does seek the remedy that the Retention Bonus Agreement be rescinded pending good faith bargaining over the manner and scope of any such arrangement.

As written, the "Retention Bonus Agreement" requires an employee commit to remain employed through the "Commitment Period" as defined by the Employer. The Retention Bonus Agreement also includes the following statement: "This retention bonus agreement establishes the terms of your continued employment with [the Employer]."

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291597	Date Filed 3/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
--	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented retention bonuses for specific "eligible" employees and gratitude bonuses for all other employees, (2) directly dealt with bargaining unit members with respect to the bonuses; and (3) it failed to bargain in good faith with the Union over the bonuses. The Union does not seek rescission of the bonuses as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the bonuses, among other things.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291854	Date Filed 3/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 253-697-5164
		g. e-mail (b) (6), (b) (7)(C)@multicare.org
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed Approximately 841 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

THE UNION IS REQUESTING 10(J) INJUNCTIVE RELIEF IN THIS MATTER.

Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans, and modifying and rejecting various provisions of the CBAs including but not limited to negotiated compensation provisions. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in irreparable harm to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Suite 101 Seattle, WA 98188	4b. Tel. No. 206-575-7979, ext. 3014
	4c. Cell No.
	4d. Fax No. 206-575-1908
	4e. e-mail tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Timothy Sears, Chief General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 575 Andover Park West, Suite 101, Seattle, Washington
98188

Date 3/7/2022

Tel. No. 206-575-7979
Office, if any, Cell No. 206-575-7979, ext. 3014
Fax No. 206-575-1908
e-mail tsears@wsna.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER*Amended*

DO NOT WRITE IN THIS SPACE

Case
19-CA-291854Date Filed
9/9/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 253-697-5164
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed Approximately 841 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid and by engaging in direct dealing with employees on alternative repayment plans.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code)575 Andover Park West, Suite 101
Seattle, WA 98188

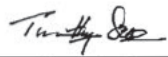
4b. Tel. No. 206-575-7979, ext. 3014
4c. Cell No.
4d. Fax No. 206-575-1908
4e. e-mail tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Timothy Sears, Chief General Counsel

(Print/type name and title or office, if any)

Tel. No. 206-575-7979
Office, if any, Cell No. 206-575-7979, ext. 3014
Fax No. 206-575-1908
e-mail tsears@wsna.org

Address 575 Andover Park West, Suite 101, Seattle, Washington
98188

Date 9/9/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-291856	3/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Tacoma General Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
		f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed Approximately 967 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

THE UNION IS REQUESTING 10(J) INJUNCTIVE RELIEF IN THIS MATTER.

Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans, and modifying and rejecting various provisions of the CBAs including but not limited to negotiated compensation provisions. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in irreparable harm to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Suite 101 Seattle, WA 98188	4b. Tel. No. 206-575-7979, ext. 3014
	4c. Cell No.
	4d. Fax No. 206-575-1908
	4e. e-mail tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Timothy Sears, Chief General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

575 Andover Park West, Suite 101, Seattle, Washington
Address 98188

Date 3/7/2022

Tel. No. 206-575-7979
Office, if any, Cell No. 206-575-7979, ext. 3014
Fax No. 206-575-1908
e-mail tsears@wsna.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**Amended**

DO NOT WRITE IN THIS SPACE

Case
19-CA-291856Date Filed
9/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Tacoma General Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
		f. Fax No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed Approximately 967 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid and by engaging in direct dealing with employees on alternative repayment plans.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code)

575 Andover Park West, Suite 101
Seattle, WA 981884b. Tel. No.
206-575-7979, ext. 3014

4c. Cell No.

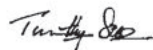
4d. Fax No.
206-575-19084e. e-mail
tscaers@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Timothy Sears, Chief General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
206-575-7979Office, if any, Cell No.
206-575-7979, ext. 3014Fax No.
206-575-1908e-mail
tscaers@wsna.orgAddress 575 Andover Park West, Suite 101, Seattle, Washington
98188

Date 9/9/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

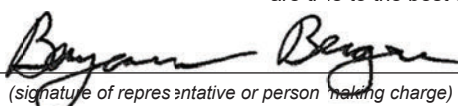
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291860	Date Filed 3/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. 206-318-2212 c. Cell No. f. Fax. No. g. e-mail h. Number of workers employed 29
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue N, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO h. Number of workers employed 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has responded to union organizing efforts by partners at its Olympia, Washington (Cooper Point Rd.) location by engaging in a campaign of intimidation, coercion, and discrimination against union advocates. These tactics include, among other things: <ul style="list-style-type: none"> Enforcing attendance and dress code policies more rigorously than in the past and disproportionately against union advocates; Applying discipline more harshly to union advocates, contrary to past practice; and Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice. 	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Ben Berger, Attorney (Print/type name and title or office, if any) Barnard Iglizin & Lavit LLP 18 W Mercer St, Suite 400 Address Seattle, WA 98119	Tel. No. (206) 257-6006 Office, if any, Cell No. Fax No. (206) 378-4132 e-mail berger@workerlaw.com
Date 03/08/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE
AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case
19-CA-291860Date Filed
3/10/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO	g. e-mail
		h. Number of workers employed 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has responded to union organizing efforts by partners at its Olympia, Washington (Cooper Point Rd.) location by engaging in a campaign of intimidation, coercion, and discrimination against union advocates. These tactics include, among other things:

- Enforcing attendance and dress code policies more rigorously than in the past and disproportionately against union advocates;
- Applying discipline more harshly to union advocates, contrary to past practice;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Demanding that partners individually sign a printed excerpt of Starbucks' partner guide, which prohibits partners from responding to media inquiries.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)

22 South 22nd St Philadelphia, PA 19103

4b. Tel. No.
(646) 448-6414

4c. Cell No.

4d. Fax No.
(215) 575-90654e. e-mail
rminter@pjbwu.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

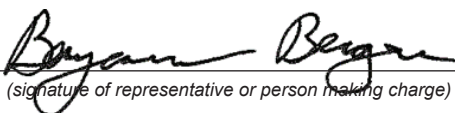
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.
(206) 257-6006

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
berger@workerlaw.com
(signature of representative or person making charge)

Ben Berger, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavit LLP
18 W Mercer St, Suite 400

Address Seattle, WA 98119

Date 03/10/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-291862

Date Filed

3/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Gary Merlino Construction		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No. 206-763-4178
d. Address (Street, city, state, and ZIP code) 9125 10 th Ave S Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@gmccinc.com
		h. Number of workers employed 34
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Trucking	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer unlawfully coerced bargaining unit members by, among other things: encouraging employees to meet with the Employer's top manager without Union representation in a location of authority; repeatedly disparaging the Union and its officers; making implied or actual threats; and attempting to engage in direct dealing with employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S, Suite 303 Tukwila, WA 98059	4b. Tel. No. 206-441-6060
	4c. Cell No.
	4d. Fax No. 206-441-4853
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 03/08/2022

Tel. No.

206-257-6012

Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291862	Date Filed 7/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Gary Merlino Construction		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 9125 10th Ave S Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. 206-763-4178
		g. e-mail (b) (6), (b) (7)(C) @gmccinc.com
		h. Number of workers employed 34
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Trucking	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer unlawfully coerced bargaining unit members by, among other things: encouraging employees to meet with the Employer's top manager without Union representation in a location of authority; repeatedly disparaging the Union and its officers; making implied or actual threats; engaging in surveillance and/or giving the impression of surveillance of protected activities; and attempting to engage and/or actually engaging in direct dealing with employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S, Suite 303 Tukwila, WA 98059	4b. Tel. No. 206-441-6060
	4c. Cell No.
	4d. Fax No. 206-441-4853
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address **Seattle, WA 98119**

Date **07/25/2022**

Tel. No.
206-257-6012

Office, if any, Cell No.

Fax No.
206-378-4132

e-mail
frumkin@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291908	Date Filed 3/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Lumen Technologies, Inc.		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 23315 66th ave s WA Kent 98032	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @lumen.com
		h. Number of workers employed 250
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service Telephone and Internet	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)
Communication Workers of America Local 7800 Steward

4a. Address (Street and number, city, state, and ZIP code) 134 SW 153rd st Suite A WA Burien 98166	4b. Tel. No. (206) 441-7800
	4c. Cell No.
	4d. Fax No. (206) 441-8789
	4e. e-mail (b) (6), (b) (7)(C) @cwa7800.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

134 SW 153rd st Suite A

Address Burien WA 98166

Date 03/08/2022 07:26:25 PM

Tel. No.
(206) 441-7800

Office, if any, Cell No.

Fax No.
(206) 441-8789e-mail
(b) (6), (b) (7)(C) @cwa7800.orgWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
(b) (6), (b) (7) /2022	(b) (6), (b) (7)(C)	Copy of employee personnel files	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		Employee productivity reports (Link 2 Success)	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		List of work items for employee	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		Copy of Employee dotlog (dispatch record)	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		All manager ride-along documentation	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		Days contractors were doing work	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		Documented ride-alongs with employee peers	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		Tech2Go(dispatch system) outages for last 5 months	(b) (6), (b) (7) /2022
(b) (6), (b) (7) /2022		Technician timeline	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-291909Date Filed
3/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hanford Mission Intergration Solutions		b. Tel. No. (509) 376-2737
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1981 Snyder St WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@rl.gov
		h. Number of workers employed 1500
		i. Type of Establishment (factory, mine, wholesaler, etc.) Services
j. Identify principal product or service Enviromental Cleanup/Security		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/08/2022 10:02:40 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Denied Position	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Amended

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291909	Date Filed 4/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Hanford Mission Integration Solutions	b. Tel. No. 509-376-2737
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1981 Snyder St. Richland, WA 99352	e. Employer Representative (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)@rl.gov
	h. Number of workers employed 1,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Environmental Cleanup/Security
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3), 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months, the Employer disciplined or retaliated against employee (b) (6), (b) (7)(C) by denying (b) (6), (b) (7)(C) a position because (b) (6), (b) (7)(C) joined and/or supported a labor organization and in order to discourage union activities and/or membership. Within the previous six months, the Employer failed and/or refused to bargain in good faith with the Union before unilaterally changing the process by which (b) (6), (b) (7)(C) are scored and selected.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (sig) (Print/type name and title or office, if any)	
Tel. No. (b) (6), (b) (7)(C)	
Office, if any, Cell No.	
Fax No.	
Address (b) (6), (b) (7)(C) Date 3-30-2022 (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-291913	Date Filed 3/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Yakima Valley Memorial Hospital	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
	h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU Healthcare 1199NW	
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) _____ (Print/type name and title or office, if any)	
Tel. No. 425-917-1199	
Office, if any, Cell No. (b) (6), (b) (7)(C)	
Fax No. 425-917-9707	
e-mail (b) (6), (b) (7)(C)@seiu1199nw.org	
Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292014	Date Filed 3/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Metro Metals		b. Tel. No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 2202 East River Street Tacoma, WA 98421		f. Fax No. (b) (6), (b) (7)(C) @metrometalswa.com
e. Employer Representative (b) (6), (b) (7)(C)		h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Scrap Metal Yard	j. Identify principal product or service Scrap Metal	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement constituting the alleged unfair labor practices)
On or about March 4, 2022, the Employer, through (b) (6), (b) (7)(C) interrogated employees(s) about their union activities.

On or about (b) (6), (b) (7)(C) 2022 and continuing, the Employer, through (b) (6), (b) (7)(C), suspended employee (b) (6), (b) (7)(C) for engaging in protected concerted activities and union activities.

On or about March 7, 2022, the Employer, through (b) (6), (b) (7)(C), surveilled employees engaging in protected concerted activities and union activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Fallon Schumsky, General Counsel for Teamsters Local Union No. 117

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave. S. Suite 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860
	4c. Cell No.
	4d. Fax No.
	4e. e-mail fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters, Local Union No. 117

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Fallon Schumsky, General Counsel

(Print/type name and title or office, if any)

Address 14675 Interurban Ave. S. Suite 307 Tukwila, WA 98168

Date Mar 9, 2022

Tel. No.
206-441-4860

Office, if any, Cell No.

Fax No.

e-mail
fallon.schumsky@teamsters117.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**1ST Amended Charge**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292014	Date Filed 3/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Metro Metals		b. Tel. No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 2202 East River Street Tacoma, WA 98421		f. Fax No. (b) (6), (b) (7)(C) @metrometalswa.com
e. Employer Representative (b) (6), (b) (7)(C)		h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Scrap Metal Yard	j. Identify principal product or service Scrap Metal	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about March 4, 2022, the Employer, through (b) (6), (b) (7)(C) interrogated employees(s) about their union activities.

On or about (b) (6), (b) (7)(C) 2022 and continuing, the Employer, through (b) (6), (b) (7)(C), suspended employee (b) (6), (b) (7)(C) for engaging in protected concerted activities and union activities.

On or about March 7, 2022, the Employer, through (b) (6), (b) (7)(C), surveilled employees engaging in protected concerted activities and union activities.

Within the past six months, the Employer violated the Act by constructively discharging employee (b) (6), (b) (7)(C) for engaging in protected concerted activities and union activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Fallon Schumsky, General Counsel for Teamsters Local Union No. 117

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave. S. Suite 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860
	4c. Cell No.
	4d. Fax No.
	4e. e-mail fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters, Local Union No. 117

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Fallon Schumsky, General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
206-441-4860

Office, if any, Cell No.

Fax No.

Address 14675 Interurban Ave. S. Suite 307 Tukwila, WA 98168 Date Mar 22, 2022

e-mail
fallon.schumsky@teamsters117.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
SECOND AMENDED CHARGE AGAINST EMPLOYER


INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-292014	5/10/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Metro Metals NW		b. Tel. No. (800)562-8464
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 2202 E River St, Tacoma, WA 98421-1502	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@metrometalswa.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Scrap Metal Yard	j. Identify Principal Product or Service Scrap Metal	
<p>l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2022 and continuing, the Employer, through (b) (6), (b) (7)(C) suspended and wrote up employee (b) (6), (b) (7)(C) for engaging in protected concerted activities and/or union activities.</p> <p>On or about (b) (6), (b) (7)(C) 2022, the Employer, through (b) (6), (b) (7)(C), engaged in disparate treatment of (b) (6), (b) (7)(C) by removing (b) (6), (b) (7)(C) from an employee locker room because (b) (6), (b) (7)(C) engaged in protected concerted activities and/or union activities.</p>		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 117, affiliated with the International Brotherhood of Teamsters	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S Ste 307, Tukwila, WA 98168-4614	4b. Tel. No. (206)441-4860 4c. Cell No. (206)702-3093 4d. Fax No. (206)441-3153 4e. e-mail fallon.schumsky@teamsters117.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Fallon Schumsky, General Counsel (Print/type name and title or office, if any)
Address: 14675 Interurban Ave S Ste 307, Tukwila, WA 98168-4614	Date: 5/10/22
Tel. No. (206)441-4860 Office, if any, Cell No. (206)702-3093 Fax No. (206)441-3153 e-mail fallon.schumsky@teamsters117.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-292182Date Filed
3/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AMAZON FRESH		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2301 S Jackson St, Seattle, WA 98144	e. Employer Representative (b) (6), (b) (7)(C) @amazon.com (b) (6), (b) (7)(C) @amazon.com	g. e-mail (b) (6), (b) (7)(C) @amazon.com
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) GROCERY SUPERMARKET	j. Identify principal product or service Food Service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 10(J) Section #1 #11 #15 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) /2022 (b) (6), (b) (7)(C) attempted to access (b) (6) work schedule through A-Z scheduling soft wear - (b) (6), (b) (7)(C) was unable to access (b) (6) schedule and was locked out of the app and lost access to all HR Recourses, paystubs, disability and leave services. On (b) (6), (b) (7)(C) /2022 (b) (6), (b) (7)(C) spoke to (b) (6), (b) (7)(C) named (b) (6), (b) (7)(C) about a clerical error on (b) (6) time sheet. (b) (6), (b) (7)(C) assured (b) (6), (b) (7)(C) the problem could be ironed out and said that (b) (6) would speak with (b) (6), (b) (7)(C). But later, on (b) (6), (b) (7)(C) /2022 (b) (6), (b) (7)(C) discovered (b) (6), (b) (7)(C) been locked out of the app and Terminated. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) believe that management is retaliating against (b) (6), (b) (7)(C) for participating in concerted union and whistle blowing activity. I humbly request a 10J injunction for immediate reinstatement of employment and enhanced remedies for emotional distress.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) of my knowledge and belief.

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date 03/12/2022

Tel. No.
(b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
e-mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Yakima Valley Memorial Hospital	
b. Tel. No. (b) (6), (b) (7)(C)	
c. Cell No.	
f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)
g. e-mail (b) (6), (b) (7)(C)@yvmh.org	
h. Number of workers employed 1,328	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU Healthcare 1199NW	
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION (b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)	
Tel. No. 425-917-1199	
Office, if any, Cell No. (b) (6), (b) (7)(C)	
Fax No. 425-917-9707	
e-mail (b) (6), (b) (7)(C)@seiu1199nw.org	
Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

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**AMENDED
CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292202	Date Filed 9/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
--	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print name or person making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022

e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292203	Date Filed 3/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Deaconess Hospital	b. Tel. No. 253-403-1000
	c. Cell No. 253-403-1000
	f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @multicare.org
	h. Number of workers employed 711

i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care
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The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

THE UNION IS REQUESTING IO(J) INJUNCTIVE RELIEF IN THIS MATTER. Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans, and modifying and rejecting various provisions of the CBAs including but not limited to negotiated compensation provisions. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in irreparable harm to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. (435) 919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C) @seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/11/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-292203	9/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Deaconess Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
		f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed 711
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans, and modifying and rejecting various provisions of the CBAs including but not limited to negotiated compensation provisions. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in irreparable harm to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. (435) 919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 9/2/2022

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292204	Date Filed 3/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Yakima Valley Memorial Hospital	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
	h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU Healthcare 1199NW	
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) _____ (Print/type name and title or office, if any)	
Tel. No. 425-917-1199	
Office, if any, Cell No. (b) (6), (b) (7)(C)	
Fax No. 425-917-9707	
e-mail (b) (6), (b) (7)(C)@seiu1199nw.org	
Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**AMENDED
CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292204	Date Filed 9/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
--	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022

e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292205	Date Filed 3/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@yvmh.org	
		h. Number of workers employed 1,328	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital		j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU Healthcare 1199NW			
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057		4b. Tel. No. 425-917-1199	
		4c. Cell No. 425-919-7271	
		4d. Fax No. 425-917-9707	
		4e. e-mail laurelw@seiu1199nw.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. 425-917-1199	
Representative or person making charge		Office, if any, Cell No. (b) (6), (b) (7)(C)	
(Print/type name and title or office, if any)		Fax No. 425-917-9707	
Address 15 S Grady Way Suite 200 Renton, WA 98057		e-mail (b) (6), (b) (7)(C)@seiu1199nw.org	
Date 3/2/2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**AMENDED
CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-292205	9/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
--	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)
entative or person making charge)(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

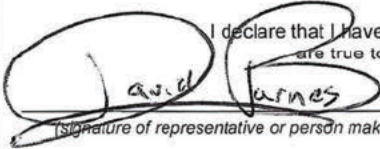
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292264	Date Filed 3/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer MultiCare Health System	b. Tel. No. 253-403-100
	c. Cell No. 253-403-1000
	f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @multicare.org
	h. Number of workers employed 3,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center / Hospital / Clinic	j. Identify principal product or service Health Care
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) THE UNION IS REQUESTING IO(J) INJUNCTIVE RELIEF IN THIS MATTER. Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in irreparable harm to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 3000 (Formerly Local 21)	
4a. Address (Street and number, city, state, and ZIP code) UFCW 3000 SEATTLE OFFICE 5030 First Avenue South, Suite 200 Seattle, WA 98134	4b. Tel. No. 253-249-8859
	4c. Cell No. 253-249-8859
	4d. Fax No. 206-436-6700
	4e. e-mail dbarnes@ufcw21.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge) David Barnes, Negotiator (Print/type name and title or office, if any)	
Tel. No. 253-249-8859	
Office, if any, Cell No. 253-249-8859	
Fax No. 206-436-6700	
e-mail dbarnes@ufcw21.org	
Address 5030 First Avenue South, Suite 200, Seattle, WA 98134 Date 03/14/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

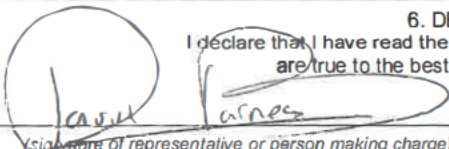
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARDAMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292264	Date Filed 9/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer MultiCare Health System	b. Tel. No. 253-403-1000
	c. Cell No. 253-403-1000
	f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C) @multicare.org
	h. Number of workers employed 3,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center/ Hospital/ Clinic	j. Identify principal product or service Healthcare
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans .. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in ineparable hal 111 to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 3000	
4a. Address (Street and number, city, state, and ZIP code) 5030 First Avenue South, Suite 200 Seattle, WA 98134	4b. Tel. No.
	4c. Cell No. (253) 249-8859
	4d. Fax No. (206) 436-6700
	4e. e mail dbarnes@ufcw3000.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION	
 (Signature of representative or person making charge)	I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. David Barnes, Bargaining Director (Print/type name and title or office, if any)
Tel. No. (253) 249 8859	
Office, if any, Cell No. (253) 249-8859	
Fax No. (206) 436-6700	
e mail dbarnes@ufcw3000.org	
Address 5030 First Avenue South, Suite 200 Seattle, WA 98134 Date 09/07/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

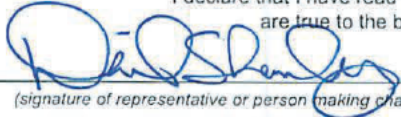
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	19-CA-292274
Date Filed	3/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Dawson Construction, LLC	b. Tel. No. (206) 623-5155
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax. No. (206) 374-2143
d. Address (Street, city, state, and ZIP code) 405 32nd St. Bellingham, WA 98225	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@braunconsulting.com
	h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	j. Identify principal product or service Construction
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, Dawson Construction, LLC has acted in bad faith, specifically in refusing to respond to requests for information during negotiations with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Pacific Northwest Regional Council of Carpenters ("PNWRC")	
4a. Address (Street and number, city, state, and ZIP code) 25120 Pacific Hwy S #200, Kent, WA 98032	4b. Tel. No. (253) 945-8800
	4c. Cell No.
	4d. Fax No. (253) 839-4908
	4e. e-mail pnwrc@nwcarpenters.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Brotherhood of Carpenters and Joiners of America	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Daniel M. Shanley, Attorney-PNWRC (Print/type name and title or office, if any) 533 S. Fremont Ave., 9th Floor, Los Angeles, CA 90071 Address _____ Date 03/15/2022	
	Tel. No. (503) 261-1862
	Office, if any, Cell No. (701) 232-1555
	Fax No. (213) 499-4180
	e-mail dshanley@shanleyapc.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292276	Date Filed 3/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212			
		c. Cell No.			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Kevin Johnson, President and CEO			
				g. e-mail	
				h. Number of workers employed 17	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop		j. Identify principal product or service Food and beverages			
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>					
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and discriminating against employees with respect to compensation. These unlawful activities include, among other things, denying an employee's request for a raise because of the employees' ongoing union campaign.</p>					
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>Workers United</p>					
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414			
		4c. Cell No.			
		4d. Fax No. (215) 575-9065			
		4e. e-mail rminter@pjbwu.org			
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>Service Employees International Union</p>					
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>Ben Berger, Attorney (Print/type name and title or office, if any)</p> <p>Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119 Address</p>		<p>Tel. No. (206) 257-6006</p> <p>Office, if any, Cell No.</p> <p>Fax No. (206) 378-4132</p> <p>e-mail berger@workerlaw.com</p>			
		<p>Date 03/15/2022</p>			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

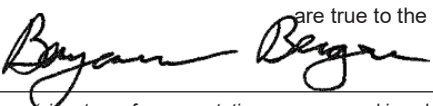
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292276	Date Filed 4/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. 206-318-2212
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO
	g. e-mail
	h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Ben Berger, Attorney (Print/type name and title or office, if any)	
Tel. No. (206) 257-6006	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail berger@workerlaw.com	
Address Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119	
Date 04/06/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENTSolicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

- Denying an employee's request for a raise because of the employees' ongoing union campaign;
- Encouraging the same employee to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations;
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins by prohibiting employees from wearing more than one union pin while permitting them to wear multiple personal pins of other kinds;
- Discriminating against employees photographing labor-related policies and documents, while permitting photography of other materials;
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Enforcing a "close relationship" policy that had not previously been enforced; and
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS
BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

19-CA-292276

Date Filed

4/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment.


3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.
(signature of representative or person making charge)

Ben Berger, Attorney

(Print/type name and title or office, if any)

**Barnard Iglitzin & Lavitt
18 West Mercer St., Suite 400
Seattle, WA 98119**

Address

04/19/2022

Date

Tel. No. (206) 257-6006
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail berger@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

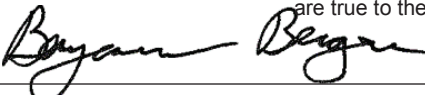
- Denying an employee's request for a raise because of the employees' ongoing union campaign;
- Encouraging the same employee to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations;
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins by prohibiting employees from wearing more than one union pin while permitting them to wear multiple personal pins of other kinds;
- Discriminating against employees photographing labor-related policies and documents, while permitting photography of other materials;
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Enforcing a "close relationship" policy that had not previously been enforced;
- Enforcing a policy against cursing in the workplace that had not previously been enforced and retaliating against a pro-union employee for allegedly breaching the policy;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Refusing to communicate via phone or text with a pro-union employee regarding essential work issues, contrary to past practice.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**THIRD AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292276	Date Filed 8/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. 206-318-2212
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, President and CEO
	g. e-mail
	h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  _____ (Signature of representative or person making charge)	
Ben Berger, Attorney (Print/type name and title or office, if any)	
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119	
Address _____ Date 08/02/2022	
Tel. No. (206) 257-6006	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail berger@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

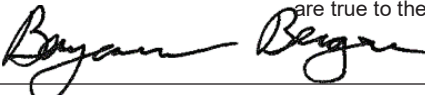
- On or about (b) (6), (b) (7)(C), 2022, denying employee (b) (6), (b) (7)(C) request for a raise because of the employees' ongoing union campaign;
- Encouraging employee (b) (6), (b) (7)(C) to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations;
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins and shirts by prohibiting employees from wearing union shirts and more than one union pin while permitting them to wear multiple personal pins or shirts featuring graphics of other kinds;
- Discriminating against employees photographing labor-related policies and documents, while permitting photography of other materials;
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Discriminatorily enforcing the recently revived attendance policy against union supporters, including by relying on it to terminate employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2022, and discipline employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2022;
- Refusing to permit employees to bring co-worker witnesses to disciplinary meetings;
- Enforcing a "close relationship" policy that had not previously been enforced;
- Enforcing a policy against cursing in the workplace that had not previously been enforced and discriminatorily and retaliatorily disciplining employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2022, for allegedly breaching the policy;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Refusing to communicate via phone or text with a pro-union employee regarding essential work issues, contrary to past practice.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FOURTH AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292276	Date Filed 10/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. 206-318-2212
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, President and CEO
	g. e-mail
	h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (Signature of representative or person making charge)	Ben Berger, Attorney (Print/type name and title or office, if any)
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119 Address	Tel. No. (206) 257-6006 Office, if any, Cell No. Fax No. (206) 378-4132 e-mail berger@workerlaw.com
	Date 10/06/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

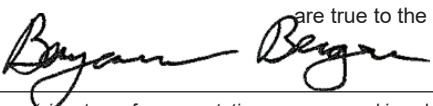
- On or about (b) (6), (b) (7)(C), 2022, denying employee (b) (6), (b) (7)(C) request for a raise because of the employees' ongoing union campaign;
- Encouraging employee (b) (6), (b) (7)(C) to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations;
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins and shirts by prohibiting employees from wearing union shirts and more than one union pin while permitting them to wear multiple personal pins or shirts featuring graphics of other kinds;
- Discriminating against employees photographing labor-related policies and documents, while permitting photography of other materials;
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Discriminatorily enforcing the recently revived attendance policy against union supporters, including by relying on it to discipline and terminate employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2022, respectively, and discipline employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2022;
- Refusing to permit employees to bring co-worker witnesses to disciplinary meetings;
- Enforcing a "close relationship" policy that had not previously been enforced;
- Enforcing a policy against cursing in the workplace that had not previously been enforced and discriminatorily and retaliatorily disciplining employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2022, for allegedly breaching the policy;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Refusing to communicate via phone or text with a pro-union employee regarding essential work issues, contrary to past practice.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIFTH AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292276	Date Filed 11/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212			
		c. Cell No.			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, President and CEO			
				g. e-mail hschultz@starbucks.com	
				h. Number of workers employed 17	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop		j. Identify principal product or service Food and beverages			
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United					
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414			
		4c. Cell No.			
		4d. Fax No. (215) 575-9065			
		4e. e-mail rminter@pjbwu.org			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union					
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (206) 257-6006			
Ben Berger, Attorney (Print/type name and title or office, if any)		Office, if any, Cell No.			
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119 Address		Fax No. (206) 378-4132			
		e-mail berger@workerlaw.com			
		Date 11/07/2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment: Basis of the Charge

Within the last six (6) months, since the petition was filed in Case 19-RC-289458 on January 25, 2022, Starbucks Corporation (“Starbucks” or the “Employer”) has coerced and restrained employees (“employees” or “partners”) at its store located at 425 Pike Street, Seattle, WA 98101 (the “Store”) in the exercise of their Section 7 rights, in violation of Section 8(a)(1) of the Act, including by:

- On about January 26, January 27, and March 17, 2022, at the Store, by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) telling employees that because of the pending petition and/or if the employees unionized, they could no longer (or would no longer be able to) borrow to other stores or use borrowed partners from other stores;
- On about January 27 and March 17, 2022, at the Store, by (b) (6), (b) (7)(C) telling employees that the bargaining process would take multiple years to complete and that the employees could end up with worse benefits than they already had;
- In about mid-February 2022, at the Store, by (b) (6), (b) (7)(C) telling employees that (b) (6), (b) (7)(C) believed that having a union would damage the relationship between employees and management and specifically between the Store’s partners and (b) (6), (b) (7)(C) and that if the employees unionized, there would be a “third party” between them and the employees would no longer have any direct relationship with (b) (6), (b) (7)(C);
- On about March 17, 2022, at the Store, by (b) (6), (b) (7)(C) telling employees that if they unionized, the Union would be in between the partners and (b) (6), (b) (7)(C) and the partners would not be able to come to (b) (6), (b) (7)(C) directly with any problems;
- On about March 17, at the Store, by (b) (6), (b) (7)(C) telling employees that if the employees unionized, the Union would negotiate the contract and the employees would get no say in it, and specifically that the partners would not get to vote on the contract but would just be stuck with whatever the Union negotiated;
- Starting in about late February/early March 2022, on a specific date or dates better known to the Employer, by (b) (6), (b) (7)(C) requiring partners to individually review and sign certain personnel policies, including the Employer’s social media policy, internal technology policy, time and attendance policy, and dress code policy, and announcing that Store management would be strictly enforcing these written policies going forward, despite that these policies had not been previously strictly enforced in the Store;
- Beginning in about February 2022, and to date, enforcing the written internal technology policy to prohibit partners from using the Store’s iPads for anything non-work-related in response to partners’ having engaged in union and protected, concerted activities with the iPads, despite the Store’s established past practice of allowing partners to use the iPads for non-work-related purposes;
- On about February 2 and 9, 2022, at the Store, by (b) (6), (b) (7)(C) soliciting employees’ grievances about what (b) (6), (b) (7)(C) (and (b) (6), (b) (7)(C) could do to make things better at the Store;
- On about April 7, 2022, by (b) (6), (b) (7)(C) failing to communicate to (b) (6), (b) (7)(C) who was scheduled to open the Store that morning, that (b) (6) had pushed back the Store’s opening time and rescheduled (b) (6), (b) (7)(C) shift to begin at 9:00 a.m. instead of 4:30 a.m.; and
- In about March 2022, on a specific date or dates better known to the Employer, by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) misrepresenting to employees that if they voted to go on strike, the Union could force individual employees to participate in the strike and stop working.

In addition, within the last six (6) months, Starbucks has discriminated against partners at the Store because they engaged in union activities and/or in order to discourage other employees from engaging in such activities, in violation of Sections 8(a)(3) and (1) of the Act, including by:

- On about (b) (6), (b) (7)(C) 2022, by (b) (6), (b) (7)(C) verbally coaching (b) (6), (b) (7)(C) for swearing on (b) (6), (b) (7)(C) 2022 (not in front of customers);
- On about (b) (6), (b) (7)(C), 2022, issuing formal written discipline to (b) (6), (b) (7)(C) for the (b) (6), (b) (7)(C) 2022 swearing incident;
- On about (b) (6), (b) (7)(C), 2022, issuing a final written warning to (b) (6), (b) (7)(C) over alleged time and attendance issues;
- On about (b) (6), (b) (7)(C) 2022, issuing a final written warning to barista (b) (6), (b) (7)(C) over alleged time and attendance issues; and
- On about (b) (6), (b) (7)(C), 2022, discharging (b) (6), (b) (7)(C) over alleged time and attendance issues.

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292329	Date Filed 3/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) PO Box 3998 Seattle, WA 98124	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) mailing, processing and delivery	j. Identify principal product or service US mail, parcel	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3); 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
USPS failed to provide Supervisor for an interview. USPS has retaliated against employee for filing grievances.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Greater Seattle Area Local American Postal Workers Union Local 28

4a. Address (Street and number, city, state, and ZIP code)

PO Box 48148
Burien, WA 98148

4b. Tel. No.
206-241-6038

4c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.
206-241-7939

4e. e-mail
(b) (6), (b) (7)(C).@yahoo.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

APWU, AFL-CIO

6. DECLARATION

(b) (6), (b) (7)(C)

I declare under penalty of perjury that the above charge and that the statements made are true to my knowledge and belief.

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

PO Box 48148 Burien, WA 98148

Address

Date 3/15/2022

Tel. No.
206-241-6038

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.
206-241-7939

e-mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Amended

DO NOT WRITE IN THIS SPACE

Case
19-CA-292329Date Filed
4-15-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No.
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) P.O. Box 3998 Seattle, WA 98124	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	j. Identify principal product or service mail	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer has: 1) failed and refused to identify 3 letter carriers and/or allow the Union to interview those carriers, which it initially requested on (b) (6), (b) (7)(C) 2022; and 2) retaliated against employee (b) (6), (b) (7)(C) by invoking Article (b) (6), (b) (7)(C) and suspending (b) (6), (b) (7)(C) without pay, in retaliation for (b) (6), (b) (7)(C) Union and/or protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Greater Seattle Area American Postal Workers Union Local 28

4a. Address (Street and number, city, state, and ZIP code) P.O. Box 48148 Burien, WA 98148	4b. Tel. No. 206-241-6038
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. 206-241-7939
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union, AFL-CIO

6. DECLARATION

(b) (6), (b) (7)(C)	charge and that the statements known and belief.	Tel. No. 206-241-6038
	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
	(Print/type name and title or office, if any)	Fax No. 206-241-7939
	Address P.O. Box 48148, Burien, WA 98148	e-mail (b) (6), (b) (7)(C)

Date

4/15/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292333	Date Filed 3/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Have a Heart CC	b. Tel. No.
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 15029 Bothell Way NE, STE 420 Lake Forest Park WA 98155-7600	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@cannabisstorey.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensaries	j. Identify principal product or service Cannabis Products
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) 8(a)(5): Within the last six months, the above-named employer has violated the Act by failing and refusing to properly impement a ratified succesor collective bargaining agreement resulting in substantial wage losses for the affected unit employees.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Local 21	
4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave S. #102 Seattle WA 98134	4b. Tel. No.
	4c. Cell No. 425.971.7328
	4d. Fax No.
	4e. e-mail medgerton@ufcw21.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Comerical Workers International Union, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <u>Matthew Edgerton</u> Matt Edgerton, Cannabis Div Dir (signature of representative or person making charge) (Printtype name and title or office, if any) 5030 1st Ave S. #102 Seattle WA 98134 Address Date 3/15/2022	
Tel. No. 253.528.0728	
Office, if any, Cell No.	
Fax No. 253.528.0726	
e-mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-292333	3/23/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Have a Heart CC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 15029 Bothell Way NE, STE 420, Lake Forest Park, WA 98155-7600	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C) @cannabisstorey.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensaries	j. Identify Principal Product or Service Cannabis Products	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

Within the last 6 months and continuing, the above-named Employer has failed and refused to properly implement in totality a ratified successor collective bargaining agreement, including agreed-upon wage increases effective January 1, 2022, resulting in substantial wage losses for the affected unit employees, in violation of the Act.

Within the last 6 months and continuing, the above-named Employer has unlawfully failed and refused to provide requested information to the Union, including information regarding bargaining unit employees' wages, and delayed in providing said information to the Union, in violation of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers, Local 21	
4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave S Ste 102, Seattle, WA 98134-2438	4b. Tel. No. (425)971-7328
	4c. Cell No. (425)971-7328
	4d. Fax No.
	4e. e-mail medgerton@ufcw21.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
Tel. No. (253)528-0728	
Office, if any, Cell No.	
Fax No. (253)528-0726	
e-mail medgerton@ufcw21.org	
<div style="display: flex; justify-content: space-between;"> <div> <p><i>Matthew Edgerton</i> (signature of representative or person making charge)</p> <p>Address: 5030 1st Ave S Ste 102, Seattle, WA 98134-2438</p> </div> <div> <p>Matthew J. Edgerton Cannabis Division Director (Print/type name and title or office, if any)</p> <p>Date: 3/23/2022</p> </div> </div>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully

set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-292429Date Filed
3/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bellevue Rare Coins		b. Tel. No. (425) 278-9670
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 302 Pacific Ave WA Tacoma 98402	e. Employer Representative	g. e-mail
		h. Number of workers employed 4
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Specialty)	j. Identify principal product or service Bullion, Jewelry, and Coins	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/17/2022 02:38:09 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-292483

Date Filed

3/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer FiberTel Inc.		b. Tel. No. (801) 489-0659
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 893 N. 450 W. UT Springville 84663	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@fibertelinc.net
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Telecommunications	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Matthew Carroll

International Brotherhood of Electrical Workers, Local 89

4a. Address (Street and number, city, state, and ZIP code)

1125 S. 2nd Street
WA Mount Vernon 98273

4b. Tel. No.

(360) 755-6900

4c. Cell No.

4d. Fax No.

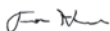
4e. e-mail

Local89@ibew89.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Daniel Hutzenbiler
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1635 NW Johnson St

Address Portland OR 97209

Date 03/18/2022 09:13:12 AM

Tel. No.

(503) 226-6111

Office, if any, Cell No.

Fax No.

e-mail

dhutzenbiler@mbjlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
New pay and benefit structure	11/08/2021

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292589	Date Filed 3/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer USPS (Longview Post Office)	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1603 Larch Street, Kelso, WA 98632	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	j. Identify principal product or service Mail
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>while (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) disagreed with my interpretation of the mask mandate. Before finishing our conversation (b) (6), (b) (7)(C) via article (b) (6), (b) (7)(C). Since (b) (6) was the one who asked me to (b) (6), (b) (7)(C) made a point of removing me as if to say see I can (b) (6), (b) (7)(C)</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>American Postal Workers Union, Portland Local</p>	
4a. Address (Street and number, city, state, and ZIP code) 2260 SE Morrison Portland, OR 97214	4b. Tel. No. 5032311797
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>American Postal Workers union</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)</p> <p>_____ (Print/type name and title or office, if any)</p> <p>(b) (6), (b) (7)(C) 03/16/2022</p> <p>Address _____ Date _____</p>	
<p>Tel. No. (b) (6), (b) (7)(C)</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292589	Date Filed 4/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer USPS (Longview Post Office)	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1603 Larch Street, Kelso, WA 98632	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	j. Identify principal product or service Mail
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) while (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) disagreed with my interpretation of the mask mandate. Before finishing our conversation (b) (6), (b) (7)(C) via article (b) (6), (b) (7)(C) Since (b) (6) was the one who asked me to (b) (6), (b) (7)(C) made a point of removing me as if to say see I can (b) (6), (b) (7)(C)</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) American Postal Workers Union, Portland Local	
4a. Address (Street and number, city, state, and ZIP code) 2260 St Morrison Portland, OR 97214	4b. Tel. No. 5032311797
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers union	
6. DECLARATION	
<p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)	
(b) (6), (b) (7)(C)	4/14/2022
Address	date
	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Collection of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292685	Date Filed 3/21/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Tacoma General Hospital	b. Tel. No. 253-403-1000	
	c. Cell No. 253-403-1000	
	f. Fax. No. 253-403-7966	
	g. e-mail (b) (6), (b) (7)(C)@multicare.org	
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed Approximately 967 nurses

i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care
--	---

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the above-named Employer failed or refused to provide requested relevant information.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Suite 101 Seattle, Washington 98188	4b. Tel. No. 206-575-7979, ext. 3014
	4c. Cell No.
	4d. Fax No. 206-575-1908
	4e. e-mail tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Federation of Teachers, AFL-CIO**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Timothy Sears, Chief General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 575 Andover Park West, Suite 101, Seattle, Washington 98188

Date 3/21/2022

Tel. No. 206-575-7979
Office, if any, Cell No. 206-575-7979, ext. 3014
Fax No. 206-575-1908
e-mail tsears@wsna.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-292689Date Filed
3/21/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 253-697-5164
		g. e-mail (b) (6), (b) (7)(C)@multicare.org
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299		e. Employer Representative (b) (6), (b) (7)(C)
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals		j. Identify principal product or service Health care

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the above-named Employer failed or refused to provide requested relevant information.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code)

575 Andover Park West, Suite 101
Seattle, Washington 981884b. Tel. No.
206-575-7979, ext. 3014

4c. Cell No.

4d. Fax No.
206-575-19084e. e-mail
tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Timothy Sears, Chief General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 575 Andover Park West, Suite 101, Seattle, Washington
98188

Date 3/21/2022

Tel. No.
206-575-7979Office, if any, Cell No.
206-575-7979, ext. 3014Fax No.
206-575-1908e-mail
tsears@wsna.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-292739Date Filed
3/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Allied Universal		b. Tel. No. 206-448-4040
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 801 S. Fidalgo St., Ste. 200 Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@AUS.com
		h. Number of workers employed 2000
i. Type of Establishment (factory, mine, wholesaler, etc.) Security contractor	j. Identify principal product or service Security	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Employer AUS has within the last six months, violated the act by not fulfilling promised settlement

Employer participated in grievance meeting regarding grievant (b) (6), (b) (7)(C) and agreed that if (b) (6), bring a doctor's note to them (b) (6), would be rescinded.

Grievant has provided doctor's note but AUS has failed to comply

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) - SEIU6 Property Services NW

4a. Address (Street and number, city, state, and ZIP code) 3720 Airport Way S Seattle, WA 98134	4b. Tel. No. 206-448-7348
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@seiu6.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Signature) (charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date

3/22/2022

Tel. No.
206-448-7348

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)@seiu6.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-292775

Date Filed

3/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pacific Maritime Association		b. Tel. No. 206 298-3434
		c. Cell No.
		f. Fax. No. 206 298-3469
d. Address (Street, city, state, and ZIP code) 301 West Republican Seattle, WA 98119	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 1000+
i. Type of Establishment (factory, mine, wholesaler, etc.) Employer Agent		j. Identify principal product or service Longshore labor

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1), (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above named Employer association, by its officers, agents and representatives, has discriminated against employee (b) (6), (b) (7)(C) by failing to cite (b) (6), (b) (7)(C) to appear before the Joint Port Labor Relations Committee concerning the complaint filed against (b) (6), (b) (7)(C) in Employer Complaint (b) (6), (b) (7)(C), and by assessing (b) (6), (b) (7)(C) discipline without sufficient evidence of the conduct alleged in Employer Complaint (b) (6), (b) (7)(C), in retaliation for (b) (6), (b) (7)(C) engaging in union and/or protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements

(b) (6), (b) (7)(C)

are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date

03/23/2022

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292780	Date Filed 3/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Virginia Mason Franciscan Health d/b/a St. Joseph Medical Center		b. Tel. No. 253-426-4464
		c. Cell No.
		f. Fax No. 253-426-6941
d. Address (Street, city, state, and ZIP code) 1717 S. "J" St. Box 2197 Tacoma, WA 98405-2197	e. Employer Representative Marie LaMarche, Division Director, Labor Relations	g. e-mail marielamarche@chifranciscan.org
		h. Number of workers employed Approximately 1,083 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the above-named Employer interfered with, restrained and coerced the nurses it employs in the exercise of their rights guaranteed under Section 7 of the National Labor Relations Act, as amended, by prohibiting nurses from wearing t-shirts with union insignia.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Suite 101 Seattle, Washington 98188	4b. Tel. No. 206-575-7979, ext. 3014
	4c. Cell No.
	4d. Fax No. 206-575-1908
	4e. e-mail tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Timothy Sears, Chief General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 575 Andover Park West, Suite 101, Seattle, Washington 98188

Date 3/22/2022

Tel. No. 206-575-7979
Office, if any, Cell No. 206-575-7979, ext. 3014
Fax No. 206-575-1908
e-mail tsears@wsna.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-292846

Date Filed

3/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. (206) 654-3100
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. (206) 654-3135
d. Address (Street, city, state, and ZIP code) 1300 1st Ave WA Seattle 98101	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail hr@seattleartmuseum.org
		h. Number of workers employed 337
i. Type of Establishment (factory, mine, wholesaler, etc.) Recreational Activities	j. Identify principal product or service Viewing Art	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/23/2022 11:51:15 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Forced leave	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER
AMENDED**

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-292846	4/7/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Art Museum		b. Tel. No. (206)654-3100
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 1300 1st Ave, Seattle, WA 98101-2003	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. (206)626-0454
		g. e-mail hr@seattleartmuseum.org
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Museum	j. Identify Principal Product or Service Art	

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(1) Within the previous six months, the Employer disciplined or retaliated against Charging Party (b) (6), (b) (7)(C) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership. (2) Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment. (3) On or about March 23, 2022, the Employer promulgated an unlawful work rule by instructing employee(s) not to speak to their coworkers. (4) On or about April 4, 2022, the Employer interrogated employees about their protected concerted activities and/or union activities. (5) On or about (b) (6), (b) (7)(C) 2022, the Employer terminated Charging Party (b) (6), (b) (7)(C) in retaliation for or in order to discourage (b) (6), (b) (7)(C) union and/or protected concerted activities and/or because (b) (6), (b) (7)(C) filed an unfair labor practice charge.

10(j) injunctive relief is requested.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Date:

4/6/22

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-292850	Date Filed 3/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ponder LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2413 E Union St. Seattle WA 98122	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @ponder4u.com
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Cannabis Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the Employer failed to meet with the union at reasonable times and reasonable intervals by failing to provide any dates in the entire month of February, unilaterally canceling one of only two bargaining dates in March, and refusing to meet again until sometime later in April.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union Local 21

4a. Address (Street and number, city, state, and ZIP code) Attn: Amirah Ziada 5030 1st Ave S. Suite #200 Seattle WA 98134	4b. Tel. No. 425-326-2813
	4c. Cell No.
	4d. Fax No.
	4e. e-mail aziada@ufcw21.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union, AFL_CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Aaron Streepy, Attorney

(Print/type name and title or office, if any)

Address 4218 227th Ave Ct East, Buckley WA 98321

Date 3-23-22

Tel. No.
206-316-6144

Office, if any, Cell No.

Fax No.

e-mail
aaron@mcguinnesss**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-292855Date Filed
3/24/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mountain Elegance Furniture		b. Tel. No. (509) 674-0111
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 603 E 1st St WA Cle Elum 98922	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail mountainelegancefurniture@gmail.com
		h. Number of workers employed 5
i. Type of Establishment (factory, mine, wholesaler, etc.) Furniture & Fixtures	j. Identify principal product or service Furniture	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/24/2022 11:20:43 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS
BOARD
**AMENDED CHARGE AGAINST
EMPLOYER****DO NOT WRITE IN THIS SPACE**Case
19-CA-292855Date Filed
5/2/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mountain Elegance Furniture		b. Tel. No. (509) 674-0111
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 603 E 1st St WA Cle Elum 98922	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail mountainelegancefurniture@gmail.com
		h. Number of workers employed 5
i. Type of Establishment (factory, mine, wholesaler, etc.) Furniture & Fixtures	j. Identify principal product or service Furniture	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer instructed employees not discuss their wages. Additionally, on about (b) (6), (b) (7)(C) 2022, the above-named Employer discharged its employee (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity, including discussing wages.

(b) (6), (b) (7)(C) charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)
Address _____ Date 5/2/2022

Tel. No.
(b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
e-mail
(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

19-CA-292931

3/25/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Safeway		b. Tel. No.
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1129 Harrison, Centralia, WA 98531	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Grocery Store	j. Identify Principal Product or Service Groceries	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C), 2022, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by refusing to allow (b) (6), (b) (7)(C) to have a Union representative present for an investigatory meeting that could reasonably be believed to lead to discipline.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my and belief.

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Date:

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293042	Date Filed 3-28-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Joann Fabric and Crafts	b. Tel. No. 425-644-3100
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 15600 NE 8th St., Suite H1 Bellevue, WA 98008	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail shop	j. Identify principal product or service
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8a3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Anti-union behaviors including, but not limited to, removing pro-union messages from the break room and interrogating/intimidating pro-union worker (b) (6), (b) (7)(C) during a (b) (6), (b) (7)(C) 2022, after discovering (b) (6) attempt to organize a union. Subsequently, (b) (6) saw (b) (6) hours reduced and was threatened with another private conversation with management, which (b) (6) refused to participate in without a witness present. (b) (6) was sent home and currently fears that (b) (6) will be further disciplined or terminated as the result of (b) (6) union organizing.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>United Food and Commercial Workers, Local 3000</p>	
4a. Address (Street and number, city, state, and ZIP code) 5030 1st Ave S #200, Seattle, WA 98134	4b. Tel. No. 206-351-4390
	4c. Cell No.
	4d. Fax No.
	4e. e-mail agallobrown@ufcw21.org
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>United Food and Commercial Workers</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>Alex Gallo-Brown Alex Gallo-Brown</p> <p>_____ (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>5030 1st Ave S #200, Seattle, WA 98134 03/28/2022</p> <p>Address _____ Date _____</p>	
<p>Tel. No. 206-351-4390</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail agallobrown@ufcw21.org</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

1st Amended

DO NOT WRITE IN THIS SPACE

Case
19-CA-293042Date Filed
5/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Joann Fabric & Crafts		b. Tel. No. (425) 644-3100
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 15600 NE 8th St., Suite H1 Bellevue, WA 98008	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store	j. Identify principal product or service Crafts and Fabric	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer, by its officers, agents and representatives, has interfered with employees' Section 7 rights by, removing pro-union messages from the breakroom, reducing employees' hours, and by subjecting pro-union employee, (b) (6), (b) (7)(C), to intimidating private meetings with management where (b) (6) was interrogated about, inter alia, pro-union messages posted in the breakroom. The Employer also sent (b) (6), (b) (7)(C) home after (b) (6) refused to participate in another private meeting with management without the presence of an employee witness.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food & Commercial Workers, Local 3000

4a. Address (Street and number, city, state, and ZIP code)
5030 1st Avenue S #200
Seattle, WA 981344b. Tel. No.
(206)351-4390

4c. Cell No.

4d. Fax No.

4e. e-mail
agallobrown@ufcw21.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food & Commercial Workers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Alex Gallo-Brown, Organizer

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(206)351-4390

Office, if any, Cell No.

Fax No.

e-mail
agallobrown@ufcw21.org

Address 5030 1st Avenue S. #200, Seattle, WA 98134

Date

05/03/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293104	Date Filed 3/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer US Postal Service	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 6817 208th street SW Lynnwood WA. 98036	e. Employer Representative
	g. e-mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) post office	j. Identify principal product or service mail services
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the last 6 months, the employer has threatened the employee with discipline, termination, and unspecified consequences for advising a coworker of (b) (6), (b) (7)(C) Weingarten rights, in violation of Section 8(a) of the Act. This occurred on (b) (6), (b) (7)(C) 2022 about 2:45pm by (b) (6), (b) (7)(C)</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>(b) (6), (b) (7)(C)</p>	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to the best of my knowledge and belief.</p> <p>(b) (6), (b) (7)(C)</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>(b) (6), (b) (7)(C)</p> <p>Address Date 3-22-2022</p>	
<p>Tel. No. (b) (6), (b) (7)(C)</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail (b) (6), (b) (7)(C)</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293105	Date Filed 3/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer US Postal Service	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 6817 208th street SW Lynnwood WA. 98036	e. Employer Representative
	g. e-mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) post office	j. Identify principal product or service mail services
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last 6 months, the employer has refused to meet on grievances, in violation of Section 8(d) of the Act and has failed and refused to provide the following information and/or interviews, requested in writing and verbal from the following Employer representatives on the following dates: (b) (6), (b) (7)(C) Dates: (b) (6), (b) (7)(C) The following Employer representatives on the following dates: refused to comply with compensatory Grievance settlement (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2022	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature or representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address Date 3-22-2022	
Tel. No. (b) (6), (b) (7)(C)	
Office, if any, Cell No.	
Fax No.	
e-mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-293175	3/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kaiser Permanente of Washington		b. Te. No. (206) 817-7439
		c. Ce. No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1300 SW 27th Street Renton, WA 98057	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@kp.org
		h. Number of workers employed 959
i. Type of Establishment (factory, mine, wholesaler, etc.) Health Care/Health Insurance Provider	j. Identify principal product or service Health Care Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the above-captioned Employer has failed to furnish information the union requests that is relevant to the bargaining process or to the employees' terms or conditions of employment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Office and Professional Employees International Union, Local 8

4a. Address (Street and number, city, state, and ZIP code) 2900 EASTLAKE AVENUE STE 220 SEATTLE, WA 98102	4b. Te. No. (206) 441-0888
	4c. Ce. No. (360) 701-6615
	4d. Fax No. (206) 441-0207
	4e. e-mail leslie@opeiu8.org

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Office and Professional Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Kelly Ann Skahan, Counsel

(signature of representative or person making charge)

(Print/type name and title or office if any)

Te. No.
(206) 926-6700 Ext. 104Office, if any, Ce. No.
(206) 337-8751

Fax No.

e-mail
kelly@lemonidislaw.com

Address 701 Fifth Avenue, Suite 4200 Seattle, Washington 98104 Date 03/29/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293248	Date Filed 3/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rader Farms		b. Tel. No. (360) 252-9363
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 500 W Orchard Dr WA Bellingham 98225	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@raderfarms.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing	j. Identify principal product or service Frozen Fruit Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/30/2022 05:35:19 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-293248Date Filed
6/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Oregon Potato Company d/b/a Rader Farms		b. Tel. No. (360) 252-9363
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 500 W Orchard Dr. Bellingham, WA 98225	representative (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@raderfarms.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) food processing	j. Identify principal product or service frozen fruit products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of facts, including the alleged unfair labor practices)
Within the previous six months, the Employer discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

The Employer has been maintaining and enforcing unlawful rules, including rules barring creating a disruption of any kind on company property and prohibiting leaving work without permission for any reason during working hours, and/or applying these rules to discriminate against union and/or protected concerted activity.

g. Name of labor organization (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4d. Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) II No.

Fax No.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date 06/04/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-293269

Date Filed

3/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Marathon Petroleum

b. Tel. No.

3602939119

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

10200 March Point Rd.

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@marathonpetroleum.com

h. Number of workers employed

320

i. Type of Establishment (factory, mine, wholesaler, etc.)

Oil Refinery

j. Identify principal product or service

Refined Products

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Marathon has refused to furnish requested information to necessary for duly elected representatives of the United Steelworkers to conduct an investigation related to grievance #s (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). Formal requests for information have been sent to the company on three separate occasions; (b) (6), (b) (7)(C) 2021, (b) (6), (b) (7)(C) 2022, and (b) (6), (b) (7)(C) 2022. The responses from the company on (b) (6), (b) (7)(C) 21, (b) (6), (b) (7)(C) 22, and (b) (6), (b) (7)(C) 22 have not provided the information requested. The company is interfering with the Union's right to represent its members as the sole collective bargaining agent and representative.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steelworkers Local 12-591

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements

(b) (6), (b) (7)(C) true to the best of my knowledge and belief

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Date

3/28/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-293275Date Filed
3/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Chinatown International District Preservation and Development Authority		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 409 Maynard Ave S WA Seattle 98104	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@scidpda.org
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Real Estate Operations	j. Identify principal product or service Non-Profit / Affordable Housing / Commercial Property Management	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. (b) (6), (b) (7)(C)
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 03/29/2022 04:38:30 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

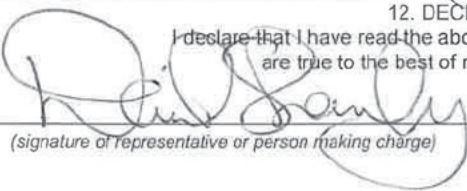
Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Loss of wages (employee claimed "Exempt" on W4)
Refusal to pay employee post the completion of wor
Unpaid wages

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-291643	Date Filed 3/3/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food and Commercial Workers Union, Local 367 ("Food Workers")		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West Tacoma, WA 98467-3331		d. Tel. No. (253) 589-0367	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. (253) 528-0278	
		g. e-mail (b) (6), (b) (7)(C) @ufcw367.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last 6 months the Food Workers have refused to (1) meet and confer in-person even though the State has withdrawn all mask-mandates, etc., for the time of the proposed bargaining; (2) provide relevant information to support their refusals to meet in person; and (3) engaged in surface bargaining in an effort to avoid reaching an agreement or make any concessions.			
3. Name of Employer Pacific Northwest Regional Council of Carpenters, and its affiliated Local Unions, including Carpenters Local Union 129		4a. Tel. No. (253) 945-8800	b. Cell No. (702) 232-1555
		c. Fax No.	
		d. e-mail Dshanley@shanleyapc.com	
5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South Kent, WA 98032		6. Employer representative to contact Daniel M. Shanley, Esq., SHANLEY, APC 533 S. Fremont Ave., 9th Floor Los Angeles, CA 90071	
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization	8. Identify principal product or service Provide representation to Carpenters	9. Number of workers employed 100+	
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters			
11. Address of party filing charge (street, city, state and ZIP code) 25120 Pacific Highway South, Kent, WA 98032		11a. Tel. No. (253) 945-8800	b. Cell No. (702) 232-1555
		c. Fax No.	
		d. e-mail Dshanley@shanleyapc.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (213) 488-4100	
Daniel M. Shanley (Print/type name and title or office, if any)		Cell No. (702) 232-1555	
		Fax No. (213) 488-4180	
Address 533 S. Fremont Ave., 9th Fl. Los Angeles, CA 90071		e-mail Dshanley@shanleyapc.com	
Date Mar 3, 2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case
19-CB-291944Date Filed
3/8/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name United Steel Workers Union		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3647 NW Byron St. Silverdale Wa. 98383		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. 3606983190
		f. Fax No. not available	
		g. e-mail not available	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) I(A) Failure to represent of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Union has failed to represent my team and I in filing grievance to employer In Early October my entire team and I spoke through (b) (6), (b) (7)(C) to address mass company discrimination against people with disability (b) (6), (b) (7)(C) denial of reasonable accommodations, punished to work less forcing (b) (6), (b) (7)(C) denial of (b) (6), (b) (7)(C) leave, facing eviction due to not verifying work hours (b) (6), (b) (7)(C) refusal of open door policy, punishment for not being trained properly, pressure to work more than outlined in reasonable accommodation, denial of (b) (6), (b) (7)(C) opt outs and reasonable accommodations during vaccine mandate. Open investigation with EEOC and Human Rights pending and still will not represent us.			
3. Name of Employer skookum educational services / skookum contract services		4a. Tel. No. 3604750756	b. Cell No. not available
		c. Fax No. not available	
		d. e-mail Jeff.Dolven@skookum.org	
5. Location of plant involved (street, city, state and ZIP code) 4525 Auto Center Way Bremerton, Wa 98312		6. Employer representative to contact Jeff D- CEO	
7. Type of establishment (factory, mine, wholesaler, etc.) labor orginzaiton	8. Identify principal product or service representation		9. Number of workers employed 1200+
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		DECLARATION above charge and that the statements of my knowledge and belief (b) (6), (b) (7)(C) (Print/type name and title or office, if any)	
(b) (6), (b) (7)(C)		Tel. No.	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail	
Date 03/08/2022			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case

19-CB-292252

Date Filed

3/14/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Pacific Northwest Regional Council of Carpenters	b. Union Representative to contact Daniel M. Shanley	
c. Address (Street, city, state, and ZIP code) 533 S. Fremont Ave., 9th Floor Los Angeles, California 90071	d. Tel. No. 213-488-4100	e. Cell No. 702-232-1555
	f. Fax No. 213-488-4180	
	g. e-mail dshanley@shanleyapc.com	

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During negotiations for an initial labor contract, including during the past six months the Union has bargained in bad faith, including:

1. reneging on tentative agreements;
2. unilaterally changing the agreed method of bargaining;
3. refusing to sign Project Labor Agreements in accordance with historical practice during negotiations;
4. purporting to assess unfounded withdrawal liability without authorization and conditioning resolution on a labor agreement; and
5. failing to fully respond to requests for information and/or proposals.

3. Name of Employer Dawson Construction LLC	4a. Tel. No. 206.386.7615	b. Cell No. 206.588.9137	c. Fax No.
	d. e-mail christopher.wall@stoel.com		


5. Location of plant involved (street, city, state and ZIP code) 405 32nd St, Bellingham, WA 98225	6. Employer representative to contact Christopher Wall
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7. Type of establishment (factory, mine, wholesaler, etc.) construction	8. Identify principal product or service construction	9. Number of workers employed about 55
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10. Full name of party filing charge Dawson Construction LLC

11. Address of party filing charge (street, city, state and ZIP code) 405 32nd St, Bellingham, WA 98225	11a. Tel. No. 206.386.7615	b. Cell No. 206.588.9137	c. Fax No.
	d. e-mail christopher.wall@stoel.com		

12. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

is signature of representative or person making charge)

Christopher T. Wall, Stoel Rives LLP

(Print/type name and title or office, if any)

Tel. No.
206.386.7615Cell No.
206.588.9137

Fax No.

e-mail
christopher.wall@stoel.com

Address 600 University St., Seattle WA 98101

Date 3/14/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case 19-CB-292352	Date Filed 3/14/2022
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Association of Machinists District Lodge 751	b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 9125 15th Pl. S. Seattle, WA 98108	d. Tel. No. (206) 763-1300 e. Cell No. f. Fax No. g. e-Mail smexin@msn.com
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of Employer Boeing	4a. Tel. No. (425) 223-0521 c. Fax No.	b. Cell No. d. e-Mail smexin@msn.com
5. Location of plant involved (street, city, state and ZIP code) P.O. Box 3707 Mail Code 7A-XP Seattle, WA 98124-2207	6. Employer representative to contact Ryan Morrell, Operations Manager	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Printtype name and title or office, if any) (b) (6), (b) (7)(C) Address (date) 03/14/2022 04:33:20 PM Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

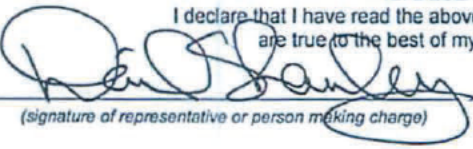
8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-292357	3/16/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food and Commercial Workers Union, Local 367 ("Food Workers")		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West Tacoma, WA 98467-3331		d. Tel. No. 253-589-0367	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 253-528-0276	
		g. e-mail (b) (6), (b) (7)(C)@ufcw367.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1), (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, Food Workers Union, who represents certain Carpenter employees, has restrained and coerced employees into accepting elected Carpenters leaders who are conflicted in their duties to the Carpenters and their loyalties as Food Worker members, including those leaders sitting on both sides of the negotiation table (Food Workers members and elected Carpenters leaders); and has restrained and coerced the Employer in the selection of its collective bargaining representatives for purposes of collective bargaining or the adjustment of grievances by forcing it to keep Food Worker members on its governing delegate body, Executive Committee, and its affiliated Local Unions, including Local 129, whom Food Workers Union also represents Local 129's clerical employees; and for the above and other reasons has failed to bargain in good faith.			
3. Name of Employer Pacific Northwest Regional Council of Carpenters, and its affiliated Local Unions, including Carpenters Local Union 129		4a. Tel. No. 253-945-8800	b. Cell No. 702-232-1555
		c. Fax No.	
		d. e-mail dshanley@shanleyapc.com	
5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South Kent, WA 98032		6. Employer representative to contact Daniel Shanley, Attorney at Law 533 S.Fremont Ave., 9th Floor Los Angeles, CA 90071	
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization	8. Identify principal product or service Provide Representation to Carpenters		9. Number of workers employed 100+
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters			
11. Address of party filing charge (street, city, state and ZIP code) Same as above		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 253-945-8800	
 (signature of representative or person making charge)		Cell No. 702-232-1555	
		Fax No. 213-488-4180	
		e-mail dshanley@shanleyapc.com	
Address 533 S. Fremont Ave., 9th Fl., Los Angeles, CA 90071		Date 3-16-2022	

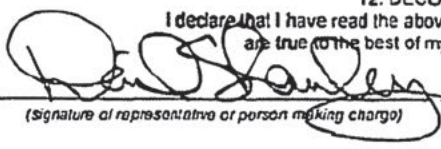
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**Amended CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-292357	5/6/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food and Commercial Workers Union, Local 367 ("Food Workers")		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West Tacoma, WA 98467-3331		d. Tel. No. 253-589-0367	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 253-528-0276	
		g. e-mail (b) (6), (b) (7)(C) @ufcw367.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1), (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, Food Workers Union, who represents certain Carpenter employees, has restrained and coerced employees into accepting elected Carpenters leaders who are conflicted in their duties to the Carpenters and their loyalties as Food Worker members, including those leaders sitting on both sides of the negotiation table (Food Workers members and elected Carpenters leaders); and has restrained and coerced the Employer in the selection of its collective bargaining representatives for purposes of collective bargaining or the adjustment of grievances by forcing it to keep Food Worker members on its governing delegate body, Executive Committee, and its affiliated Local Unions, including Local 129, whom Food Workers Union also represents Local 129's clerical employees; and for the above and other reasons has failed to bargain in good faith. Food Workers also solicited and received unlawful employer assistance and support.			
3. Name of Employer Pacific Northwest Regional Council of Carpenters, and its affiliated Local Unions, including Carpenters Local Union 129		4a. Tel. No. 253-945-8800	b. Cell No. 702-232-1555
		c. Fax No.	
		d. e-mail dshanley@shanleyapc.com	
5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South Kent, WA 98032		6. Employer representative to contact Daniel Shanley, Attorney at Law 533 S.Fremont Ave., 9th Floor Los Angeles, CA 90071	
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization	8. Identify principal product or service Provide Representation to Carpenters	9. Number of workers employed 100+	
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters			
11. Address of party filing charge (street, city, state and ZIP code) Same as above		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge)		Tel. No. 253-945-8800	
Daniel Shanley (Print type name and title or office, if any)		Cell No. 702-232-1555	
		Fax No. 213-488-4180	
Address 533 S. Fremont Ave., 9th Fl., Los Angeles, CA 90071		e-mail dshanley@shanleyapc.com	
Date 5-6-2022			

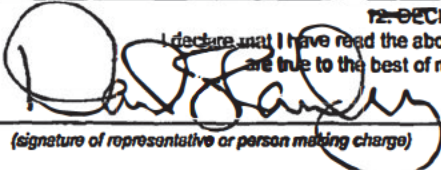
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-292358	Date Filed 3-16-2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food and Commercial Workers Union, Local 367 ("Food Workers")		(b) (6), (b) (7)(C) tative to contact	
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West Tacoma, WA 98467-3331		d. Tel. No. (253) 589-0367	(b) (6), (b) (7)(C)
		f. Fax No. (253) 528-0276	
		(b) (6), (b) (7)(C)	ufcw367.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1), (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Food Workers Union has violated § 8(d) of the Act by, among other reasons, (1) making illegal bargaining demands and proposals, and (2) failing to provide requested and relevant information.			
3. Name of Employer Pacific Northwest Regional Council of Carpenters, and its affiliated Local Unions, including Carpenters Local Union 129		4a. Tel. No. (253) 945-8800	b. Cell No. (702) 232-1555
		c. Fax No.	
		d. e-mail Dshanley@shanleyapc.com	
5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South Kent, WA 98032		6. Employer representative to contact Daniel M. Shanley, Attorney at Law 533 S. Fremont Ave., 9th Floor Los Angeles, CA 90071	
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization	8. Identify principal product or service Provide representation to Carpenters		9. Number of workers employed 100+
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters			
11. Address of party filing charge (street, city, state and ZIP code) Same as above		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
 (signature of representative or person making charge)		12-DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Daniel M. Shanley (Print/type name and title or office, if any)	
		Tel. No. (213) 488-4100	
		Cell No. (702) 232-1555	
		Fax No. (213) 488-4180	
Address 533 S. Fremont Ave., 9th Fl., Los Angeles, CA 90071		Date March 16, 2022	
		e-mail Dshanley@shanleyapc.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**

Case

19-CB-292477

Date Filed

3/17/2022

1. **ACTIONS:** File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Teamsters Local 690		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Telephone No. (509) 455-9410	d. Address (street, city, state and ZIP code) 1912 North Division Street #200 Spokane, Washington. 99207		
e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization violated its duty of fair representation to (b) (6), (b) (7)(C) by failing and refusing to timely process grievances on (b) (6), (b) (7)(C) behalf and/or respond to (b) (6), (b) (7)(C) inquiries about the status of those grievances. (b) (6), (b) (7)(C) has requested (b) (6), (b) (7)(C) employee files from UPS and Teamsters with confirmation that (b) (6), (b) (7)(C) would receive these and as of yet, has not.			
3. Name of Employer United Parcel Service		4. Telephone No. (800) 742-5877	
5. Location of plant involved (street, city, state and ZIP code) 1016 N. Bradley Rd Spokane Valley, WA 99212		6. Employer representative to contact Paul Bond Division Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) delivery service	8. Identify principal product or service parcel delivery	9. Number of workers employed 1000+	
10. Full name of party filing charge (b) (6), (b) (7)(C) an individual			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		12. Telephone No. (b) (6), (b) (7)(C)	

13. DECLARATION

I declare (b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief.
an individual

By (signature) (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (title or office, if any)

(Telephone No.)

(date)

3-17-2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-292776	3/23/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name ILWU Local 19		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3440 East Marginal Way South Seattle, WA 98134		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	
		g. e-mail businessoffice@ilwulocal19.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above named labor organization, by its officers, agents and representatives has violated the duty of fair representation that it owes to (b) (6), (b) (7)(C) by: failing and refusing to cite (b) (6), (b) (7)(C) to appear before the Union's Labor Relations Committee to provide (b) (6) defense of the conduct alleged against (b) (6), (b) (7)(C) in Employer Complaint (b) (6), (b) (7)(C) for reasons that are arbitrary, discriminatory and/or unlawful. The above-named labor organization also violated the Act by failing and refusing to provide (b) (6), (b) (7)(C) with copies of the meeting minutes from the (b) (6), (b) (7)(C) 2021, meeting held between the Union and the PMA relating to Employer Complaint (b) (6), (b) (7)(C), and by refusing to provide (b) (6), (b) (7)(C) with information (b) (6) requested from the Union to use in (b) (6) defense against Employer Complaint (b) (6), (b) (7)(C).			
3. Name of Employer Pacific Maritime Association		4a. Tel. No. 206 298-3434	b. Cell No.
		d. e-mail	c. Fax No. 206 298-3469
5. Location of plant involved (street, city, state and ZIP code) 301 West Republican, Seattle, WA 98119		6. Employer representative to contact Matt Halliday	
7. Type of establishment (factory, mine, wholesaler, etc.) Employer Agent		8. Identify principal product or service Longshore labor	
		9. Number of workers employed 1000+	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		d. e-mail (b) (6), (b) (7)(C)	c. Fax No.
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
		e-mail (b) (6), (b) (7)(C)	
		Date 03/23/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.